

President's Message

Dear Esteemed NMA Members,

With your kind support and direction, me and my team assumed the office for the next one year i.e., 2023-2024. It was a challenging time for all of us. Many of us were willing to be elected to Executive committee of the NMA to give support and work for the NMA and contested election but as per constitution only 16 Candidates can be elected to the executive committee, so few could not make it. But it does not deprive or snatch the right from these remaining non-elected candidates of serving and supporting NMA. They all are expected to engage and participate in all the programme of NMA regularly. Their suggestions are important which we expect them to share time to time.



In the last six months, we did regular programs on various subjects of interest. Apart from regular evening monthly programs, we have also conducted one full day MDP programme with the support of Oil India, Gail India and Indian Oil on "Disciplinary Procedures and Practices at Work Place" and "Managing the Contract Labour, Issues, Concerns and Remedies". This programme was attended by large number of participants from companies and was well appreciated.

We are continuing to support professionals and service providers by providing them opportunities through NMA for sharing their vast knowledge through regular programs and individual interactions. We invite the business community to support NMA by creating their presence on the NMA website and provide us advertisement material. This will not only help the business community but also help NMA in its fund-raising efforts.

Members are our backbone, and we are happy that almost 100% members have renewed their membership. We have also added more life members. We would like to continue to grow this momentum and request all existing members to support this membership drive.

This year we introduced an exclusive committee dedicated to women "Woman empowerment committee" and it is a matter of great pleasure and satisfaction that this committee has organised back-to-back two programs recently. These programmes were highly successful and well attended.

At last, we assure you that we shall keep on putting efforts to deliver best quality programs to the members and for this will seek your support and guidance all the time. We have many numbers of programme in the pipeline and will inform all the members about the same once all arrangements are in place.

Sandeep Mittal
President

NMA EXECUTIVE COMMITTEE

Office-bearers

Shri Sandeep Mittal

President

Mob. 9810334060

Shri A.K. Gupta

Hony. Secretary

Mob. 9717695360

Dr. Yogendra Singh

Sr. Vice President

Mob. 9811133378

Shri Bighnesh Dubey

Hony. Jt. Secretary

Mob. 9999122845

Dr. V.K. Tomer

Vice President

Mob. 9953656427

Shri S.N. Singh

Immediate Past President

Mob. 9810357077

Shri C.B. Sharma

Hony. Secretary

Mob. 9810964253

Members

Shri Sanjeev Asthana

Mob. 9818075694

Mohd. Nadeem Khan

Mob. 8527194105

Sh. Nirbhay Kr. Singh

Mob. 9818682041

Ms. Anuja Sehgal

Mob. 9958009279

Dr. Paritosh Mishra

Mob. 9937094286

Shri Sunil Kr. Sharma

Mob. 9891401644

Sh. Aditya Mukesh

Mob. 9953705030

Shri Sanjeev Agarwal

Mob. 9971922599

Sh. Izharul Haque Khan

Mob. 7042239688

Sh. Sanjeev Kumar

Mob. 8800716841

Co-Opted Members

Dr. SB Mitra

Mob. 9899010997

Sh. Durgesh Garg

Mob. 9873082755

Shri C.S. Mishra

Executive Officer

Mob. 9811102132

Mr. Riham Ali

Computer Assistant

Mob. 8126921926

NMA Secretariat

From Editor's Desk



Dear Members,

We are delighted to bring you the latest edition of the NMA newsletter, our first one post-elections. In this issue, we are excited to introduce the newly elected Executive Committee members, allowing you to get better acquainted with them.

Additionally, we are thrilled to share a comprehensive overview of NMA's activities over the past few months. We hope that this will not only keep you informed but also foster a deeper appreciation for the collective achievements of the NMA community.

We value your input and engagement and encourage you to contribute your thoughts, suggestions, and ideas. Your feedback is crucial in shaping the future direction of NMA, and we look forward to hearing from you.

We hope you find this newsletter informative and enjoyable. Thank you for your ongoing support, and here's to a vibrant and collaborative future for NMA!

Durgesh Kumar Garg
Chairman – Media & PR Committee, NMA

Active Past Presidents



Mr. H K Garg
Ex-GM
NTPC



Wg. Cdr. R.S. Shukla (Rtd.)
Management Adviser
Surya Management Systems



Mr. M K Rustagi
CEO
Kreston SNR



Mr. K P Verma
Chairman
HRD Foundation



Mr. Dinesh Jain
President – Legal & amp.
Corporate Affairs
Uflex Ltd.



Mr. S K Tomer
GM (Corp. Affairs)
Holostik India Ltd.



Mr. S N Singh
VP – HR
Uflex Ltd.



Mr. Surinder Mohan
Ex-VP-HR
C & S Electric Ltd.

“
*Leadership is
the capacity
to translate
vision into
reality.*
”

Office-bearers



Sandeep Mittal, President

He is working with Holostick India as a Chief Financial Officer. He is a qualified Chartered Accountant, Company Secretary and Law Graduate with more than 30 years of professional experience. His personal Motto is to work for empowerment of less privileged through knowledge sharing and mentoring.



SN Singh, Immediate Past President

He is working with Uflex Ltd as VP-HR. He is an MSW from Agra University and has more than 35 years of experience in the field of HR and Industrial Relations. Prior to Uflex, he worked with Century Pulp & Paper and Keshoram Rayon Ltd. He is also a past president of Lions Club Delhi-Noida.



Dr. Yogendra Singh, Sr. Vice President

Dr. Singh has more than 22 years of long career in education as well the corporate world. He is working as Professor in Department of Management Studies and Training & Placement Officer with JSS Academy of Technical Education, Noida. He completed his Ph.D. in Management at a very early age of 25.



Dr. V K Tomar, Vice President

Dr. V. K. Tomar is an MBA and PhD. He is working as Chief Administrative Officer with Jaipuria Institute of Management, Noida.



A K Gupta, [Hony. Secretary](#)

Mr. Gupta is a B.Tech.(Mech) from IIT Roorkee in 1963 followed by PG Diploma in Foreign Trade Management as well as Business Management. Since 1992, he has worked as General Manager in Noida with organizations including Controls & Switchgear, Supreme Industries and Kunta International Ltd.



Bignesh Dubey, [Hony. Joint Secretary](#)

Bignesh Dubey is a Graduate from Agra University and also holds a Diploma in Personnel Management & IR. He has over 24 years' experience in the field of HR, IR and Liasioning with various government authorities. He is working as AGM (HR) with Uflex (engg. Div.).



C B Sharma, [Hony. Treasurer](#)

Mr. Sharma is currently working as Head – HR & Admin with Vista Information System. He has over 40 years of experience in HR with various Indian and Multi-National companies in Delhi NCR.



Sanjeev Asthana, [Member](#)

He is Vice President - HR with Triveni Engineering & Industries Ltd. He is a Postgraduate in HR with 20 years of experience in developing and implementing HR subsystems for business excellence. He has earlier worked with SRF, Samtel Colour, Jubilant Organosys, Minda Huf and Motherson Sumi Systems.



Mohd. Nadeem Khan, [Member](#)

Mohd. Nadeem Khan is working as VP (HR) with C&S Electric Ltd., Noida.



Dr. Paritosh Mishra, Member

Prof. (Dr.) Paritosh Mishra is a Professor at Amity Business School, Noida. He has 36 years of work experience of which 33 years has been as an HR professional with Industry. He has functioned as HR Head at various levels across several companies including AES India, NTPC and Reliance Industries.



Sunil Kumar Sharma, Member

Mr. Sharma has over 36 years of professional experience in legal and HR having worked with DCM Shriram Group, Scindia Group and KRIBHCO. He is currently a practicing lawyer and a member of Bar Council of Delhi.



Sanjeev Agarwal, Member

He is working as AGM (HR) with UFlex Ltd.



Anuja Sehgal, Member

Ms. Anuja Sehgal is an accomplished HR Leader with 20+ yrs of international (USA, UK, EUROPE, China, Belgium) corporate experience in industries like Semi-conductor, IT-Staffing Consulting, IT Enabled Services, Human Resource Services, Manufacturing-IT, Business Automation, Education, Micro-Pensions, Health-Care Diagnostics, Start-Ups.



Izharul Haque Khan, Member

He is Working as AGM (Finance & Accounts) with Holostik India. He has worked with Fylfot Export, Kolkata in the past.



Aditya Mukesh, Member

Present working as Assistant Manager - Finance & Accounts with Holostik India. He has worked with Chinab Textile Mill, Nirulas, Scan Steel Ltd. and Mainak Hill Tea Estate in the past.



Sanjeev Kumar, Member

He is working as Manager – HR with Uflex Ltd.

Co-Opted Members



Dr. Subir Bikas Mitra, Member

A National Scholar with MBA, MA, LLM, Ph.D. in Strategic HRM and also Ph.D. (Law) in ADR Mechanism, Dr. Mitra has an overall experience of more than 37 years. He is Former ED (Law & HR) in GAIL (India) and presently working as Advisor (Law) with GAIL (India) and Directorate General of Hydrocarbons, Government of India.



Durgesh Kumar Garg, Member

Durgesh Garg is VP heading Operations and Client Services at Impact Research and Measurement Pvt. Ltd. He has almost 25 years of experience in the field of Media Analytics. He has been a part of Executive Committee of NMA for last 15 years and has held various positions including Vice President and Secretary.

NMA Secretariat



C S Mishra, Executive Officer

He has more than 35 years of experience in the field of HR & Industrial Relations. He retired as DGM – HR from KRIBHCO. He is an MA (Gold Medallist) with Diploma in Personal Management & Industrial Relations.

Quest for Sustainable Development

Satyendra Kumar Singh, Satsha Management Services

“The blatant pursuit of industrial development by the countries to become economically stronger has made them unmindful of serious side effects of such a development on human life. We exploited our energy resources to achieve the development without thinking of the composition of the energymix that would have been friendly to our planet. The consequences are posing serious threats to our own wellbeing. Now we are trying to find ways for the course correction.”

Before onset of industrialization, the world had a climate free from impact of greenhouse gases, planet was safe, nature was unexploited, and the environment was free from pollution. But probably, these things were not sufficient to meet humans' ambitions and provide them satisfaction. The human community was looking for something more in terms of prosperity, ease of life, level of comfort, and more. With this, started the industrial revolution which spanned from around 1750 till about 1850. Just after industrial revolution, greenhouse gas emission started showing its presence globally in 1860. The energy related global emission of carbon dioxide (CO₂), a major greenhouse gas, reached a level of 2 billion tonnes per annum in 1900 and 6 billion tonnes per annum in 1950.

The period from 1950 till now saw rapid global economic development underpinned by faster industrial growth. The world GDP climbed from approximately USD 1 trillion in 1950 to USD 101 trillion in 2022 i.e. at a compounded annual average growth of 6.6%. The industrial development that led to this economic development needed tremendous amount of energy. In order to meet the huge energy demand, countries exploited energy sources becoming unmindful of its impact on climate change. The energymix predominantly consisted of fossil fuels, which emit CO₂ when burnt. Consequently, energy related global CO₂ emission steeply increased from 6 billion tonnes per annum in 1950 to 37 billion tonnes per annum in 2022 at a compounded annual growth of 2.6%. This shows a direct correlation between the scale of economic development and CO₂ emission level.

The impact on climate change is perceptible in global average temperature rise of 1.2 °C at present from pre-industrial (1850-1900) levels. This level of global temperature rise has put serious threat to the safety of the planet. As per World

Meteorological Organization, the heat wave conditions in 2022 claimed more than 15000 lives in various parts of Europe-Spain, Germany, United Kingdom, France and Portugal. The number of extremely hot days in a year on global basis at present has increased twice that in 1980s. Other extreme weather events such as flood, drought, wildfire, etc have impacted the planet in their own way. If determined and effective steps are not taken by the governments worldwide to limit the global warming level, the planet might see disastrous consequences in future.

Going forward, the average global temperature will be 1.5 °C above the pre-industrial levels in 2030 as per International Energy Agency (IEA). If the present energy consumption pattern dominated by fossil fuels continues, global warming is likely to reach 2.0 °C with respect to pre-industrial levels in 2050, which would pose serious threats to the climate. It is this concern on climate change that led to adoption of United Nations Framework Convention on Climate Change (UNFCCC) in 1992 followed by Paris Agreement in 2015. The Paris Agreement aims to limit global warming to well below 2 °C, preferably to 1.5 °C, compared to pre-industrial levels.

To achieve the goal of Paris Agreement, countries aim to achieve net zero CO₂ emission by 2050. In order to achieve net zero CO₂ emission by 2050, the global energy consumption pattern has to change drastically from a fossil dominated to non-fossil dominated through clean energy transition. At present, approximately 80% of the primary energy supply comes from fossil fuels (oil, natural gas and coal) and about 20% from non-fossil sources (nuclear and renewables). As per IEA, if net zero CO₂ emission has to be achieved by 2050, over 80% of the primary energy supply will come from non-fossil sources and just under 20% from fossil sources in 2050 (Table 1). Even such a smaller use of fossil fuels shall be accompanied by CO₂ emission reduction technology of Carbon Capture Utilization and Storage (CCUS).

Share of Energy Source in Global Energy Mix (%)		
Energy Source	Present	2050
Solar	1	23
Wind	1	16
Hydro	2	6

Bioenergy	11	19
Other Renewables	1	6
Total Renewables	16	70
Nuclear	5	12
Total Non-fossil Sources	21	82
Natural Gas(Unabated)	23	3
Natural Gas with CCUS	0	5
Oil	30	7
Coal (Unabated)	26	0
Coal with CCUS	0	3
Total Fossil Sources	79	18
Total Energy Supply	100	100

Notes:

1. If Net Zero CO₂ Emission has to be achieved by 2050.

Source: International Energy Agency, World Energy Outlook 2022

However, there are some key challenges to achieve the goal of 1.5 °C stabilization in global average temperature. One of those challenges is lack of willingness and preparedness on the part of several countries to set a binding target to achieve that goal. While several countries or groups such as United States, European Union, Canada, Japan and Republic of Korea, among others, have set a target to achieve net zero CO₂ emission by 2050, several others have set target to achieve that goal much later. China and India together share approximately 40% of the total energy related global CO₂ emissions. However, they both have set a target much later than 2050 to achieve carbon neutrality- China in 2060 and India in 2070.

Another major challenge to achieve the goal of 1.5 °C stabilization is the availability of the finances for the investment in clean energy system i.e. low CO₂ emission energy system. Today, annual investment in clean energy system is approximately USD 1.7 trillion, which is too less to meet the climate related

goals. This has to increase to the tune of USD 4.5 trillion in 2030 in order to achieve net zero CO2 emission by 2050. Realization of such a steep rise in the investment would probably be an uphill task.

Time will tell whether and how the countries can meet the challenges to make the planet safer and climate friendly through sustainable development based on the use of clean energy. Let's hope they can achieve the goal through a high degree of mutual co-operation in terms of finances and technological diffusion.

Satyendra Kumar Singh is the Proprietor of Satsha Management Services (www.satshamanagement.com). He has over 30 years' experience in design, engineering and management consulting.

Management Nuggets

“Leaders are made; they are not born. They are made by hard effort.” – Vince Lombardi

“The function of leadership is to produce more leaders, not more followers.” – Ralph Nader

“The first rule of management is delegation. Don't try and do everything yourself because you can't.” – Anthea Turner

“Good management consists of showing average people how to do the work of superior people.” – John D. Rockefeller

“Leaders must be close enough to relate to others but far enough ahead to motivate them.” – John Maxwell

“Leadership and learning are indispensable to each other.” – John F. Kennedy

Best Leadership Awards

Noida Management Association has been honouring senior management professionals from Noida who have made a mark for themselves. This award is given during annual convention of Noida Management Association. Below is a list of awardees so far:

Year	Awardees
1999-2000	Mr. Rajeev Karwal VP – Marketing & Sales, LG Electronics
2000-01	Dr. Ashok Chauhan Founder & President, Amity Group of Institutions
2002-03	Mr. Deepak Puri CMD, Moser Baer
2003-04	Mr. B P Agarwal CMD, Surya Food & Agro Ltd.
2005-06	Mr. Rohtas Goel CMD, Omaxe Ltd.
2006-07	Mr. D M Reddy CMD, Subros Ltd.
2006-07	Dr. Mahesh Sharma CMD, Kailash Hospital & Research Centre Ltd.
2008-09	Mr. Ashok Chaturvedi CMD, Uflex Ltd.
2009-10	Dr. Raja Ram Jaipuria CMD, Ginni Filaments Ltd.
2010-11	Ms. Shilpi Gupta Director, IMS-DIA
2013-14	Mr. A K Gupta CMD, Holostic India Pvt. Ltd.
2017-18	Dr. Mahesh Gupta Chairman, Kent RO Systems

The Effect of Green Human Resource Management on Employees' Green Behavior

Dr Veenu Arora, Asian Business School, Noida

Green behavior refers to actions that individuals or organizations take to reduce their environmental impact and promote sustainability. In recent years, there has been a growing emphasis on green behavior in human resources (HR) practices, as companies recognize the importance of environmental responsibility in achieving business success. Green HRM is referred to “all the activities involved in development, implementation and on-going maintenance of a system that aims at making employees of an organization green. It is the side of HRM that is concerned with transforming normal employees into green employees so as to achieve environmental goals of the organization and finally to make a significant contribution to environmental sustainability. It refers to the policies, practices and systems that make employees of the organization green for the benefit of the individual, society, natural environment, and the business” (Opatha, 2013; Opatha and Anton Arulrajah, 2014).

This article revolves around the importance of green behavior in HR and how it can benefit both employees and organizations. Firstly, green behavior can help organizations attract and retain top talent. Today's job seekers are increasingly interested in working for companies that are environmentally responsible and committed to sustainability. By incorporating green behavior into HR practices, companies can differentiate themselves from competitors and appeal to job seekers who share these values. This can help attract top talent and make the organization more competitive in the job market.

Secondly, incorporating green behavior into HR practices can improve employee engagement and job satisfaction. When employees feel that their employer is committed to sustainability and environmental responsibility, it can boost their morale and make them feel more connected to the organization's values. Research has shown that employees who feel that their employer is socially responsible are more engaged and more likely to stay with the company long-term. This can lead to lower turnover rates and a more committed workforce.

Green behavior can help organizations reduce costs and increase efficiency. Implementing sustainable practices such as reducing energy usage, recycling, and using eco-friendly products can lead to significant cost savings over time.

For example, switching to energy-efficient lighting or reducing paper usage can lower utility bills and office supply costs. Additionally, using sustainable materials and reducing waste can lead to lower production costs and increased efficiency. These cost savings can ultimately lead to increased profitability and a more sustainable business model.

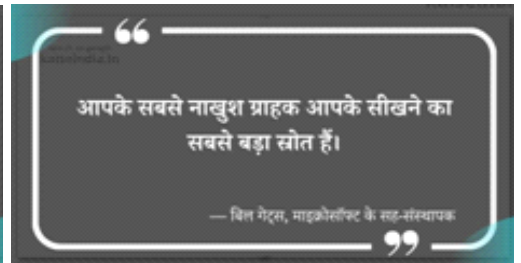
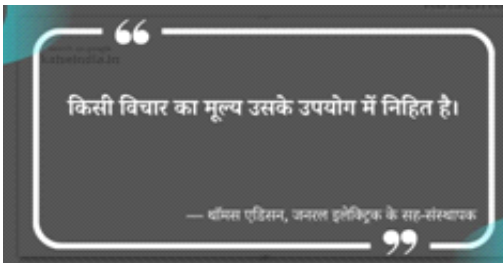
Research Linking Specific HRM Functions and Environmental Management

Author	Specific HRM Function	Finding
Wehrmeyer (1996)	Recruitment	Recruitment practices can support effective environment management by ensuring that new recruits understand an organization's environmental culture and share its environmental values.
Stringer (2009)	Recruitment	Graduates and other job applicants pay attention to the environmental management practices and performance of companies and use such information when deciding where to apply.
Phillips (2007)	Recruitment	Increasingly, firms are beginning to recognize that gaining a reputation as a Green employer is an effective way to attract new talent.
Ramus (2002)	Training	Environmental training and establishing a culture in which employees feel they are accountable for environmental outcomes were the most salient HRM practices for achieving environmental goals.
Milliman & Clair (1996)	Incentives Management	Tying incentive pay to the attainment of environmental goals helps focus managers attention and invigorate efforts aimed at achieving them.
Ramus (2002)	Incentives Management	Recognitions and financial incentives can be effective in motivating employees to generate eco-initiatives.

Source: Adapted from Jackson, et al (2011)

This can help organizations comply with environmental regulations and avoid penalties. Many countries and regions have implemented regulations aimed at reducing environmental impact and promoting sustainability. By incorporating green behavior into HR practices, companies can ensure that they are in compliance with these regulations and avoid costly penalties or legal issues. This can help organizations maintain a positive reputation and avoid negative publicity associated with environmental violations. Finally, green behavior can help organizations improve their reputation and brand image. Today's consumers are increasingly aware of environmental issues and are more likely to support companies that are committed to sustainability. By incorporating green behavior into HR practices, organizations can demonstrate their commitment to environmental responsibility and appeal to consumers who prioritize sustainability. This can help build a positive brand image and improve customer loyalty.

In conclusion, green behavior is becoming increasingly important in HR practices. By incorporating sustainable practices into HR practices, organizations can improve employee engagement and job satisfaction, attract and retain top talent, reduce costs and increase efficiency, comply with environmental regulations, and improve their reputation and brand image. As environmental issues continue to be a priority for individuals and organizations alike, green behavior will become even more essential for companies looking to achieve long-term success. The green performance, green behaviors, green attitude, and green competencies of human resources can be shaped and reshaped through adaptation of green HRM practices.



NMA Membership

Subscription fee

For Organizational Members:		
Organization Turnover	Annual Fee (Rs.)	Life Membership (Rs.)
Upto 5 Crore	2,000/-	
5 Crore to 50 Crore	3,000/-	
50 Crore to 100 Crore	5,000/-	
Over 100 Crore	10,000/-	1,00,000/-
Institutions	3,000/-	30,000/-

For Individual/Professional Members:		
Category	Annual Fee (Rs.)	Life Membership (Rs.)
Individual/Professional Member	600/-	6000/-
Student Member	300/- (for two years)	

1. An opportunity to interact with Professionals from across the Industry
2. Invitation to monthly evening lectures organization by NMA free of cost
3. Special discount on seminars and workshops organized by both NMA and NMA
4. Members receive the NMA's quarterly News-letter "Management Paradigm" complimentary

For any queries and enrolling as members, please contact:

The Executive offer

Noida Management Association

C-20/6A, Sector 62, Noida-201301

Ph.: 0120-2400033, Mob.: 9811102132

Email: info@nmanoida.org, web: www.nmanoida.org

Please keep NMA updated for any change in your address/other details:

Membership No.

Name: _____

New Address: _____

Email: _____

Mob.: _____

Please email to info@nmanoida.org or send to:

Noida Management Association, C-20/6A, Sector 62, Noida-201301

Phone No.: 0120-2400033 | Visit us: www.nmanoida.org

NMA Activities

Charitable program at Gurkul Kanya Vidyalya, Sector-115, Noida
NMA distributed uniforms and other items to deprived girls with the generous contributions by the members.



(Group Photograph)



(Distribution of Uniforms to School Girls)

Flag hoisting ceremony - 26th January 2023 (Republic Day)



(Flag Hoisting at NMA)



(Group Photograph)

“What Lies Ahead For India And The World” on 7th January 2023

Speakers were CS Rajiv Bajaj, CS Deepak Jain and CA Hans Raj Chugh.



(Group Photograph)

General Budget Programme on 5th Feb 2023 in collaboration with Institute of Company Secretary, Noida Chapter, and Institute of Cost Accountant of India Noida Chapter.



(Group Photograph)

MDP Program on “Gender Equality is a Human Right Not A Women Fight” on 31st March 2023



(Lighting of the Lamp by NMA President)



(Group Photograph)

Program on Stress Management in Collaboration with Sahaja Yoga on 11th March 2023.



(NMA President welcoming the speaker Shri Anish Kohli)

“Psychodynamics of Wellness in Corporate World” – 12th August 2023
The Speakers were Dr. Vibha Verma, Co-founder, VA Academy and Dr. Rashmi Nagpal Arora, Master Trainer in Meta health.



(President - NMA Welcoming the Speakers)

“Ethics in Management” - 20th May 2023

An evening lecture by Shri V.N Rai, Ex-CMD, KRIBHCO.



(Shri Sandeep Mittal, President – NMA, welcoming the speaker)



(Memento presentation to Mr. Rai)

“Shaping Mind, Body and Soul for Work Life Balance” - 17th June 2023

A workshop by Ms.Suneet Kaur, Wellness and Lifestyle Coach and Dr. Neha Vashisht, Founder - Holistic Healthcare foundation



(Group Photograph)



(Members enjoying the program)

"Enabling Business Growth for MSMEs" in collaboration with Tata Nexarc - 8th July 2023



(Shri Sandeep Mittal, President – NMA, welcoming the speaker, Mr. Manish Agarwal, Regional Head, Tata Nexarc)

Income Tax Return Filing for AY- 2023-24 on 22 July 2023 by CA Sandeep Mittal and CA Pratyush Parashar



(Participants during the programme)

MDP Program - 4th August 2023

MDP Program on “Disciplinary Procedures and Practices at Work Place” and “Managing the Contract Labour, Issues, Concerns and Remedies” was organized at Stellar IT Park, Sector-62, Noida. This program was intended to make the delegates aware about the need of disciplinary consciousness and update line managers on various disciplinary procedures. Likewise, the contract labour program was aimed at making the delegates aware about the compliances about proper handling of Contract Labour Regulation and Abolition Act 1970.



(Lighting of Lamp by Dr. SB Mitra, Adviser - GAIL India. Also present Shri Dinesh Jain, President, Legal & Corporate Affairs – Uflex, Shri SS Yadav, Director, HR - KRIBHCO, Shri SN Singh, Vice President, HR – Uflex and Shri Sandeep Mittal, President - NMA)

Flag Hoisting - 15th August 2023



(Flag Hoisting Ceremony at NMA House)

NMA Vision:

To be an institution for facilitating management excellence

NMA Mission:

- To facilitate the organizations in Noida & Greater Noida for achieving excellence in industry, service sectors and trading to make it globally competitive
- To be a change medium for individual, organization, and the society
- To maintain a financially strong ethical growth-oriented association providing an enjoyable environment to its members as well as to its employees.
- To be an institution for facilitating Management Excellence

February - 23

Noida Management Association

Noida Management Association organised a Budget Programme on 5th February in collaboration with Institute of Company Secretary, Noida Chapter, and Institute of Cost Accountant of India Noida Chapter. The eminent speakers were CA Sanjeev Kathuria; CA Ram Akshaya; CA Praveen Kumar and C.S. Deepak Jain who took part in the deliberation where in more than 125 members participated.



Participants during the budget programme

March - 23

Noida Management Association

NMA in collaboration with Sahaja Yoga organised a programme on 'Stress Management' on 11th March at NMA. Mr. Anish Kohli from Sahaja Yoga presented his talk to NMA members and shared his expertise on how to reduce stress, anxiety and fear. He also explained that by doing yoga one can build up self-motivation, self-dignity, and self-confidence.



President NMA welcoming the speaker

Jun - 23

Noida Management Association

Noida Management Association organised an evening programme on 20th May on 'Ethics in Management'. The speaker Mr. V.N Rai, a dedicated, result oriented and dynamic professional with over 4 decades of experience including 16 years at the level of Chairman and Managing Director explained to the members that ethics in management occupies an important place in the organisation.



President NMA welcoming the speaker

Workshop

NMA organised a workshop on 'Shaping Mind, Body and Soul for Work Life Balance' on 17th June. The speaker Ms. Suneet Kaur and Dr Neha Vashisht explained to the members how to balance one's professional and personal life. The programme was well attended by the members.



Members during the programme

July - 23

Noida Management Association

Noida Management Association organised a programme in NMA House, in collaboration with Tata Nexarc on 8th July, focusing on 'Enabling Business Growth for MSMEs'. The objective was to create awareness among MSMEs about the trusted and affordable solutions offered by Tata Nexarc's platform for accelerating their growth and addressing industry challenges. The speaker, Mr. Manish Agarwal, presented inputs, assistance, and growth-oriented solutions for businesses, including but not limited to Quality Raw Material, Procurement, Credit-based steel procurement at the best price, and Tender Assistance Services. The programme was well attended by the members.



President NMA welcoming the speaker

August - 23

Noida Management Association

MDP

Noida Management Association organised a programme on 'Disciplinary Procedures and Practices at Workplace' and 'Managing the Contract Labour, Issues, Concerns and Remedies' on 4th August. The primary objective of the programme was to cultivate an understanding among the delegates regarding the importance of maintaining discipline and to provide line managers with insights into various disciplinary procedures. Dr. S B Mitra, Adviser, GAIL India Ltd was the speaker, and others present on the occasion were Mr. Dinesh Jain, President, Legal and Corporate Affairs Uflex Ltd; Mr. S S Yadav, Director- HR Kribhco and Mr. S.N Singh, Vice President HR Uflex Ltd. The programme was well attended by the members.



Lighting of the lamp during the session



President NMA welcoming the speaker

On 12th August, NMA hosted a programme titled 'Psychodynamics of Wellness in the Corporate World.' The speakers, Dr. Vibha Verma and Dr. Rashmi Nagpal Arora, addressed the session. The programme aimed to improve employees' well-being and productivity, ultimately benefiting the entire organisation. The event received a substantial member participation.

Flag Hoisting Ceremony

NMA organised the flag hoisting ceremony in front of its office at NMA House on 15th August.



Flag hoisting Ceremony at NMA House

नोएडा मैनेजमेंट एसोसिएशन ने बजट कार्यक्रम का किया आयोजन

भास्कर व्यूरो

नोएडा। नोएडा मैनेजमेंट एसोसिएशन ने एनएमए हाउस में इंस्टीट्यूट ऑफ कंपनी सेक्रेटरी ऑफ इंडिया और इंस्टीट्यूट ऑफ कॉस्ट अकाउंटेंट्स ऑफ इंडिया नोएडा चैप्टर के सहयोग से एनएमए हाउस में "बजट कार्यक्रम" का आयोजन किया। कार्यक्रम के मुख्य वक्ता सीएमए सचिन कथूरिया, सीए राम अश्वय, सीए प्रवीण कुमार सिंघल एवं सीएस दीपक जैन थे। कार्यक्रम के मुख्य अतिथि सीएमए सूरज प्रकाश, रिटायर्ड निदेशक - भारत अर्थमूवर्स लिमिटेड थे। डॉ० योगेंद्र सिंह वरिष्ठ उपाध्यक्ष-नोएडा मैनेजमेंट एसोसिएशन, प्रीति वर्मा अध्यक्ष -



आईसीएसआई, नोएडा, राहुल कुमार अत्री, अध्यक्ष आईसीएमआई, नोएडा एवं कार्यक्रम संचालक दुर्गेश गर्ग, पूर्व उपाध्यक्ष-नोएडा मैनेजमेंट एसोसिएशन ने इस अवसर पर मुख्य अतिथि, सभी वक्ताओं एवं उपस्थित सदस्यों का स्वागत किया। सी.एस. मिश्रा, ए.के. गुप्ता और एनएमए, आईसीआई और

आईसीएसआई के अन्य वरिष्ठ सदस्य भी इस अवसर पर उपस्थित थे। इस अवसर पर वक्ताओं ने प्रत्यक्ष और अप्रत्यक्ष करों और उद्योगों के परिप्रेक्ष्य और भारतीय अर्थव्यवस्था पर समग्र प्रभाव के मद्देनजर नए बजट के बारे में विस्तृत जानकारी दी। बजट के प्रत्यक्ष कर प्रस्तावों की व्याख्या करते

हुए सीएमए सचिन कथूरिया ने उल्लेख किया कि बजट 2023 स्पष्ट रूप से सरलीकृत कर संरचना के प्रति मोदी सरकार के दृष्टिकोण को परिभाषित करता है। इस सरकार ने अधिभार को मौजूदा 37% से घटाकर 25% करके उच्चतम करदाता श्रेणी से कर के बोझ को कम करने का साहस दिखाया है, जिसके परिणामस्वरूप अंततः 3.74% की बचत हुई है। सरकार ने नई व्यवस्था में 15 लाख तक की आय वाले कर स्लैब को युक्तिसंगत बनाकर कम करदाता श्रेणी को भी लाभ दिया है, जिसमें जटिल कटौती और छूट के बिना सरलीकृत कर रिटर्न प्रारूप को सक्षम करने का विचार है।

NMA ने की बजट की समीक्षा



■ **एनबीटी न्यूज, नोएडा :** नोएडा मैनेजमेंट एसोसिएशन (NMA) ने रविवार को सेक्टर-62 में बजट समीक्षा कार्यक्रम का आयोजन किया। इसमें मुख्य अतिथि सूरज प्रकाश रहे। कार्यक्रम में वक्ताओं ने प्रत्यक्ष-अप्रत्यक्ष कर, उद्योगों के परिप्रेक्ष्य और भारतीय अर्थव्यवस्था पर समग्र प्रभाव के मद्देनजर नए बजट पर विस्तृत चर्चा की। सीए सचिन कथूरिया ने बताया कि नई व्यवस्था में 15 लाख तक की आय वाले कर स्लैब को युक्तिसंगत बनाकर कम करदाता श्रेणी को भी लाभ दिया। आयोजन में NMA के वरिष्ठ उपाध्यक्ष डॉ० योगेंद्र सिंह, प्रीति वर्मा, राहुल अत्री, दुर्गेश गर्ग, सी.एस. मिश्रा, एके गुप्ता समेत कई सदस्य मौजूद रहे।

बेसहारा छात्राओं को बांटी यूनिफॉर्म

नोएडा। सोरखा गांव में अर्श कन्या गुरुकुल की बेसहारा और गरीब छात्राओं के लिए नोएडा मैनेजमेंट एसोसिएशन (एनएमए) ने 26 जनवरी पर विशेष कार्यक्रम आयोजित किए। एनएमए ने गुरुकुल की सभी छात्राओं को यूनिफॉर्म का वितरण करने के साथ दोपहर का भोजन भी कराया। कार्यक्रम में अध्यक्ष संदीप मित्तल, उपाध्यक्ष डॉ योगेंद्र सिंह, दुर्गेश गर्ग, सीएस मिश्रा, चंद्र प्रकाश अग्रवाल, आदि सदस्य उपस्थित रहे। ब्यूरो

एनएमए में तनाव प्रबंधन पर कार्यक्रम

नोएडा (चेतना मंच)। नोएडा मैनेजमेंट एसोसिएशन और इंस्टीट्यूट ऑफ कॉस्ट अकाउंटेंट्स

शर्मा, सी.एस. मिश्रा, ए.के. गुला और एनएमए और आईसीएआई के अन्य वरिष्ठ सदस्य इस अवसर पर



ऑफ इंडिया, नोएडा चैप्टर ने तनाव प्रबंधन पर एक कार्यक्रम का आयोजन किया।

कार्यक्रम के मुख्य वक्ता सहज योग साधक अनीश कोहली एवं डॉ दिव्या त्रिपाठी रहे। संदीप मित्तल, अध्यक्ष पवन दीक्षित, उपाध्यक्ष नोएडा और कार्यक्रम संचालक, दुर्गेश गर्ग, पूर्व उपाध्यक्ष ने वक्ताओं और दर्शकों का स्वागत किया। डॉ. योगेंद्र सिंह, दीपक जैन, बी के

उपस्थित थे।

वक्ताओं ने हमारे जीवन में तनाव प्रबंधन के महत्व को रेखांकित किया और सहज योग कैसे तनाव, चिंता और भय को कम करने में मदद कर सकता है, इस पर प्रकाश डाला। कैसे सहज योग का दैनिक अभ्यास रचनात्मकता और ग्रहण शक्ति, बेहतर एकाग्रता और फोकस को बेहतर बनाने में मदद कर सकता है।

शाह टाइम्स

टिमिट में ऑनलाइन गेस्ट लेक्चर का आयोजन

शाह टाइम्स ब्यूरो

मुरादाबाद। टिमिट में

ऑनलाइन प्लेटफॉर्म के माध्यम से बीबीए फर्स्ट ईयर के छात्रों के लिए एक गेस्ट लेक्चर का आयोजन हुआ जिसका विषय बिल्डिंग एंड एंटरप्रेन्योर माइंडसेट फर इन्ोवेटिव एप्लीकेशंस रहा। इस गेस्ट लेक्चर की मुख्य वक्ता मिस अनुज सहगल (चीयरपर्सन, वूमैन एंपावरमेंट कमिटी नोएडा, मैनेजमेंट एसोसिएशन) रही। अपने उद्बोधन में उन्होंने कहा उद्यमशीलता की मानसिकता का निर्माण केवल व्यवसाय शुरू करने के बारे में नहीं है।

यह एक ऐसी मानसिकता को बढ़ावा देने के बारे में है जो नवाचार, समस्या समाधान और लचीलेपन को प्रोत्साहित करती है। रचनात्मकता को अपनाकर, परिकल्पित जोखिम उठाकर और आजीवन सीखने के प्रति प्रतिबद्धता बनाए रखते हुए, आप ऐसे नवीन अनुप्रयोग विकसित कर सकते हैं जो न केवल सामाजिक चुनौतियों

का समाधान करते हैं बल्कि एक सफल उद्यमशीलता यात्रा का मार्ग भी प्रशस्त करते हैं। सही मानसिकता के साथ, आप अपने नवोन्मेषी विचारों को हकीकत में बदल सकते हैं और दुनिया पर सार्थक प्रभाव

देने की आवश्यकता है। इसमें लोक से हटकर सोचना, यथास्थिति को चुनौती देना और लगातार नए और मौलिक विचारों की तलाश करना शामिल है। 2. जोखिम लेना और लचीलापन : नवप्रवर्तन में अक्सर

समस्या समाधान अभिविन्यास : उद्यमियों में समस्याओं की पहचान करने और समाधान निकालने की क्षमता होती है। नवोन्मेषी अनुप्रयोगों के लिए उद्यमशीलता की मानसिकता विकसित करने के लिए,

बाजार में दिक्कतों और कमियों को पहचानने पर ध्यान केंद्रित करें। टिमिट के प्रिंसिपल प्रोफेसर विपिन जैन ने अपने उद्बोधन में कहा उद्यमशीलता की मानसिकता का निर्माण केवल व्यवसाय शुरू करने के बारे में नहीं है।

यह एक ऐसी मानसिकता को बढ़ावा देने के बारे में है जो नवाचार, समस्या समाधान और लचीलेपन को प्रोत्साहित करती है। सही मानसिकता के साथ, आप अपने नवोन्मेषी विचारों को हकीकत में बदल सकते हैं और दुनिया पर सार्थक प्रभाव डाल सकते हैं। अंत में उन्होंने वक्ता का आभार व्यक्त किया और छात्रों के उज्ज्वल भविष्य कामना की।



डाल सकते हैं। उद्यमशीलता की मानसिकता के निर्माण के प्रमुख घटक इस प्रकार काम करते हैं। रचनात्मकता: उद्यमिता के मूलभूत स्तंभों में से एक रचनात्मकता है। नवीन अनुप्रयोगों को विकसित करने के लिए, आपको एक रचनात्मक मानसिकता को बढ़ावा

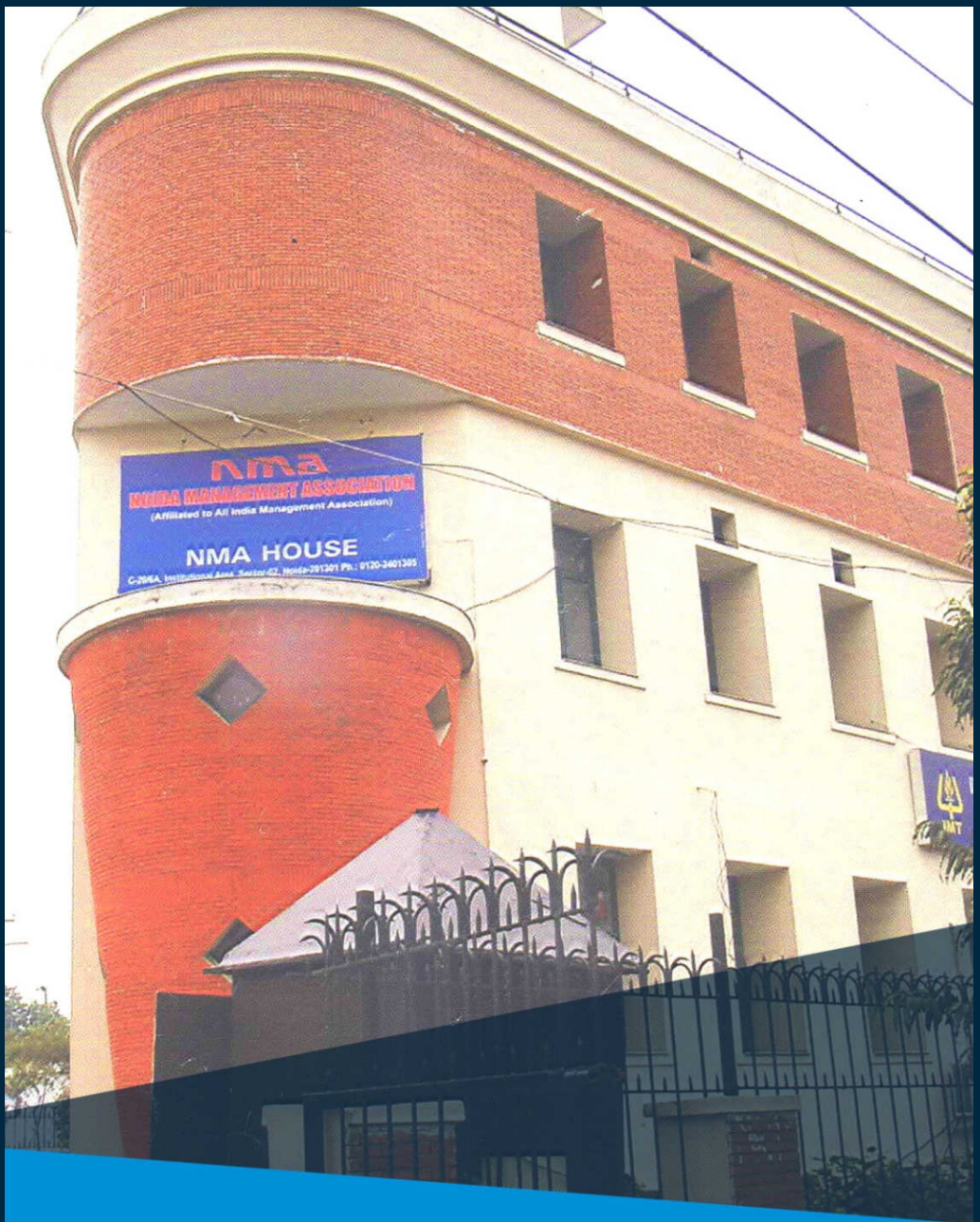
जोखिम लेना शामिल होता है। उद्यमियों को असफलता की संभावना को स्वीकार करते हुए अज्ञात में उद्यम करने की इच्छा के लिए जाना जाता है। उद्यमशीलता की मानसिकता विकसित करने का अर्थ है यह समझना कि असफलताएँ सीखने के अवसर हैं।

“
मैंने कभी सफलता के बारे में सपना नहीं देखा,
मैंने इसके लिए काम किया।

— एस्टी लॉडर कॉस्मेटिक्स के संस्थापक एस्टी लॉडर

“
उस इतिहास से बाहर निकलें जो आपको पीछे
खींच रहा है। उस नई कहानी में कदम रखें जिसे
आप बनाना चाहते हैं।

— ओपरा विनफ्रे, मीडिया प्रोपराइटर



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